

State of Hawaii

Job Description

Licensed Practical Nurse - Hospital

(Position Description, Class Specification & Minimum Qualification Requirements)

Entry Level Work

HE-6

6.738

Full Performance Work

HE-8

6.739

Function and Location

This position works in a nursing unit of a hospital and is responsible for performing practical nursing care and related technical work. The position may work on rotating shifts and in a variety of care units (e.g., medical, surgical, OB/GYN, ICU/CCU, ER, SNF, ICF, etc.).

Key Duties and Responsibilities

1. Prepare and administer prescribed selected medications (e.g., oral, rectal, inhalation, subcutaneous, intramuscular, prepared intravenous drips, ear, nose, eye, topical, and vaginal) and record time and amount administered on patient's charts; observe patients for reactions to medication; document observations and report changes to supervisor.
2. Add prepared bottles of intravenous fluid, monitor the rate of flow, keep flow at the prescribed rate, and discontinue the fluid, as directed.
3. Administer treatments, including tube feedings/gavage feedings or other types of feedings; oxygen; respiratory treatments; tracheostomy care and suctioning, etc., as ordered by the physician.
4. Perform procedures such as nasogastric tube insertions, aspirations, irrigations and removal of nasogastric tube.
5. Apply packs (cold, hot, wet, dry); give enemas (cleansing, cooling, retention); irrigate (vaginal, colostomy, ear, eye throat); catheterize patients using aseptic techniques; care for patients with indwelling urinary catheters; clean wounds and apply various dressings and compresses.
6. Give immunizations.
7. Perform patient care duties and/or treatment based on specific patient needs, including but not limited to age, medical condition, and/or developmental status.

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8. Perform and/or assist physicians with various diagnostic tests and treatment procedures.
9. Observe patient's appearance and behavior, signs and symptoms, and monitor vital signs (temperature, blood pressure, pulse, respiration) with special emphasis on patients whose conditions are unstable, and report observations to supervisors. Document findings and report significant changes to supervisor based on knowledge of patients' specific condition.
10. Document patient assessments and interventions, and patient outcomes in the patient's chart in accordance with hospital policy.
11. Assist in the formulation, re-evaluation and adjustment of nursing care plans to meet physical, mental, emotional and spiritual needs of each patient.
12. Adhere to safety/infection control policies and procedures. Report unsafe equipment.
13. Maintain a clean, well-stocked, safe environment for patients and staff. Keep patient care and utility areas neat and clean.
14. Communicate and interact with patients and families in a positive and courteous manner.
15. Use the principles of growth and development to assess each patient's age-specific needs and provide age-specific treatment and care.
16. Maintain the strictest confidentiality of all facility and facility-related employee information.
17. May serve as charge nurse on the evening and night shift under the guidance of an RPN.

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Other Duties

In addition to the key duties and responsibilities, this position may be assigned to:

Participate in the orientation and continuous teaching program for patients and their families, including methods to promote health and recovery, such as self care, proper eating habits, body mechanics, rest, isolation precautions and rehabilitative measures; bathe and feed patients and help them into and out of bed/wheelchair, etc.; prepare patient for treatment and/or surgery; transport patients to and from Admissions Office, Surgery, x-ray, etc.; measure and record intake and output; collect specimens (e.g., sputum, urine, feces); apply ice bags and hot water bottles and administer alcohol rubs and massages; sterilize equipment and supplies using germicides, sterilizer, or autoclave; assist in the admission, transfer and discharge of patients; participate in the hospital's Quality Improvement process; attend and participate in training programs to keep abreast of current practices, policies, procedures, etc.; serve on hospital or nursing committees and participate in committee evaluation processes; and perform other related duties as assigned.

Knowledge and Abilities used in Performing Key Duties at the Full Performance Level

Demonstrated proficiency in the application of all of the knowledge and abilities, specified below for the Full Performance level, in providing the full range of services to a caseload of patients, independently. Knowledge of the policies, procedures and work rules of the work site.

Controls Exercised over the Work

A Registered Professional Nurse provides supervision to the position.

Instructions Provided: Entry level employees are provided specific and detailed instructions; full performance employees receive assignments daily and perform work independently in conformance with established policies and procedures; however, specific instructions or immediate supervision is provided in cases requiring advanced and/or specialized treatments and procedures.

Assistance Provided: Entry level employees are provided close guidance in

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performing tasks; full performance employees perform work independently, receiving specific guidance only in new, unusual, or emergency situations.

Review of Work: Entry level employees receive close and frequent review of work performed; the work of full performance employees is reviewed periodically to ensure that acceptable practices are followed.

Prerequisite Qualifications Required for the Entry Level

Knowledge of: the nursing process; body structure and function; principles of asepsis; universal precautions; infection control; principles of administering medications; patient preparation for prescribed treatments and procedures; data-gathering techniques; interpersonal communication skills; alternative methods of communication for patients with special needs; environmental and patient safety; patient rights; individualization of care, including religious, cultural and developmental influences; patient age groups and the developmental process characteristic of these age groups; team participation in care planning and evaluations; therapeutic and life-saving procedures; specialized equipment; maintenance of optimal body functioning and prevention of complications; principles of body mechanics and assistive devices; comfort measures; obvious signs of emotional and mental health problems; chemical dependency; adaptive and maladaptive behavior; sensory deprivation and overload; abusive and self destructive behavior; concepts of wellness; reproduction and human sexuality; birthing and parenting; and growth and development, including dying and death.

Ability to: Apply practical nursing principles and practices; read, write, speak, understand and communicate effectively with others in English; maintain records and prepare reports; respond quickly and take appropriate action in emergencies; follow oral and written instructions; establish and maintain effective relationships with other staff, patients and others.

License: A current State of Hawaii license to practice as a practical nurse.

Education/Specialized Training: As required to apply for a State of Hawaii license as a practical nurse.

Certification Required: Certification in Basic Cardiac Life Support (BCLS) must be obtained during the probationary period.

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Physical Requirements: All employees must be physically able to perform the essential duties of the position. The general types of physical abilities involved, and examples of the tasks requiring these abilities, follows:

Sensory: Read typewritten and/or handwritten orders and notes in patient charts; measure medications; distinguish colors; observe changes in a patient's skin color and condition; hear through a stethoscope to measure a patient's blood pressure and listen for heart and lung sounds.

Coordination and Dexterity: Pour/measure medications; change dressings; and administer medications/immunizations subcutaneously and intramuscularly.

Strength and Stamina: Lift, transfer, reposition, move patients; and subdue uncontrolled patients

Mobility: Move freely throughout the work setting and respond to emergency situations quickly.

(These requirements are supplemented by the Physical Requirements Specifications, Part III, for Licensed Practical Nurse classes, Appendix 8.)

Prerequisite Qualifications Required for the Full Performance Level

In addition to the qualifications required at the entry level:

Experience and Essential Knowledge and Abilities: One (1) year of progressively responsible work experience in a hospital or similar health institution as a licensed practical nurse. Such work experience must have involved the performance of a variety of personal care, nursing care and related technical work for a caseload of patients and required and demonstrated possession of the knowledge of practical nursing principles and practices including patient age groups and the developmental process characteristic of these age groups; and the ability to apply them in providing care/treatment that is appropriate to the age, medical condition and/or developmental status of the patients served; and observe, record and report on the general and specific physical and mental conditions of the patients, and the signs and symptoms which may be indicative of significant changes in the condition of such patients.

Desirable Qualifications: Possess an understanding of multiple cultures; and keep

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current in the field.

REVISED JOB DESCRIPTION ESTABLISHED: October 1, 2000